

## **2008 USD(AT&L) Workforce Development Award**

On Tuesday, November 4<sup>th</sup>, eight winning organizations received the 2008 Under Secretary of Defense for Acquisition, Technology and Logistics (USD(AT&L)) Workforce Development Award in recognition of their accomplishments in developing innovative, comprehensive learning and development programs for their workforces. The Honorable James I. Finley, Deputy Under Secretary of Defense for Acquisition and Technology, presented the awards to the winners at a luncheon held in conjunction with the Program Executive Officers'/Systems Command (PEO/SYSCOM) Commanders' Conference at Fort Belvoir, Virginia.

The winners are:

### Large Organization Category (more than 500 employees):

Gold Award – Warner Robins Air Logistics Center

Silver Award – Naval Surface Warfare Center, Corona Division

Bronze Award – Marine Corps Systems Command

### Small Organization Category (less than 500 employees):

Gold Award – Fleet and Industrial Supply Center Norfolk Contracting Department, Naval Supply Systems Command

Silver Award – Warner Robins Air Logistics Center, Directorate of Contracting

Silver Award – PEO Command, Control, Communications, Computers and Intelligence (C4I)

Bronze Award – PEO Missiles & Space

Bronze Award – Cost and Systems Analysis Office, U.S. Army TACOM Life Cycle Management Command

An expert panel of seven judges from academia, industry, and corporate learning institutions independently conducted the award evaluation process and recommended the winners to the Honorable John J. Young, Jr., USD(AT&L). A record 41 nominations were received, and the judges reported the quality of submissions was outstanding and competition for the awards was fierce.

Organizations reported establishing numerous effective best practices in areas including recruiting, internships, retention, performance management, partnerships, organization-unique training, leadership development, succession planning, executive coaching, mentoring, job rotation, job shadowing, and knowledge sharing. Outcomes from these programs included greater organizational and individual performance, increased workforce expertise, higher employee satisfaction, and significant cost savings.

Applicants spanned the entire country, the Services and defense agencies, and many different areas of mission. Organizations ranged from as few as four people to more than 20,000 employees.

The USD(AT&L) Workforce Development Award program was established in 2004 to recognize organizations that are achieving excellence in learning and development for their employees. Additionally, the award program identifies best practices for other USD(AT&L) organizations to adopt. It helps promote the objectives of USD(AT&L) Strategic Thrust #3 – Take Care of Our People.